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LIBRARY OF CONGRESS INFORMATION BULLETIN

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The Library of Congress will observe the **Labor Day Holiday** on Monday, September 5. All reading rooms and study facilities will be closed, except for the Congressional Reading Room, which will be open from 8:30 a.m. to 5 p.m. on that day.

On Sunday, September 4, the Library will provide its usual Sunday service.

The exhibit halls in the Library of Congress Building will be open from 8:30 a.m. to 6 p.m. on both September 4 and 5.

CONCERT SEASON SET

In its 53rd season, the Library will offer more than 35 chamber music concerts featuring contemporary, traditional, and little-known works and the premiere performances of several new compositions by American composers.

The first half of the season will begin on Friday, September 30, with a performance by the Frederick Fennell Wind Ensemble. The program will include Lied et Scherzo by Florent Schmitt; Petite Symphonie by Charles Gounod; Serenade, Op. 7 by Richard Strauss; and the Gran Partita (Serenade), K. 361 by Wolfgang Amadeus Mozart. Mr. Fennell is conductor-in-residence at the University of Miami, Florida.

The Juilliard String Quartet, the Library's quartet-in-residence since 1962, will return to the Coolidge Auditorium on Thursday and Friday, October 6 and 7. They will be joined by pianist Rudolf Firkusny. Quartet members Robert Mann and Earl Carlyss, violins; Samuel Rhodes, viola; and Joel Krosnick, violoncello, will use the Stradivari instruments presented to the Library in 1935-36 by Gertrude Clarke Whittall. The program will include Bagatelles for two violins, harmonium, and violoncello by Antonín Dvořák, Sonata for violoncello and piano by Richard Strauss, and Piano Quintet, Op. 44 by Robert Schumann.

The Juilliard String Quartet also will appear on October 13 and 14 with a premiere performance of the Juilliard Competition winner (yet to be announced), and works by Felix Mendelssohn and Johannes Brahms; on October 20 and 21 with pieces by Sergei Prokofiev, Ludwig van Beethoven, and Mozart; on November 3 and 4 in an all-Mozart concert with John Graham on viola; and on December 17 and 18 with works by Roger Sessions, Mozart, and Beethoven.

On Sunday, October 30, at 3 p.m., The King's Singers, a vocal sextet from England, will perform English Tudor songs, Italian madrigals, and works by Dvořák, Krzysztof Penderecki, and Francis Poulenc. The traditional Founder's Day concert celebrates the birthday of Elizabeth Sprague Coolidge.

The remainder of the fall season will consist of an appearance on November 11 by the Cantilena Chamber Players with premiere performances of works by Elie Siegmeister and Ned Rorem, on

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November 18 by the Francesco Chamber Trio featuring a premiere performance of a composition by Earl Kim, on December 2 by the New York Chamber Soloists in a performance of Handel's "Acis and Galatea," and on December 9 by the Aeolian Chamber Trio.

The second half of the season, which begins in January, will feature performances by the New York Philomusica, the Boston Musica Viva, the New World Consort, and the Juilliard String Quartet, among others.

All evening concerts will begin promptly at 8 p.m., a half-hour earlier than in previous years. Tickets for each concert will be distributed by Patrick Hayes, 1300 G Street, N.W., beginning at 8:30 a.m. on the Monday before the concert. Telephone reservations may be made at that time by calling 393-4463.

Only two tickets, bearing a service charge of 25 cents each, are distributed to each person. Mail orders are not accepted. Although Whittall Pavilion tickets will no longer be distributed, the Pavilion will be open for seating on a first-come, first-served basis.

The Library's concert series was established in 1925 by the late Elizabeth Sprague Coolidge and was expanded in 1935 by the late Gertrude Clarke Whittall. Since that time concerts also have been sponsored by the Serge Koussevitzky Music Foundation, the Nicholas Longworth Foundation, and the Friends of Music in the Library of Congress. More recently a bequest of the late Mrs. W. Duncan McKim provided funds for the composition and performance of music for violin and piano, and in 1968 the Katie and Walter Louchheim Fund was established, enabling the concerts to be broadcast by radio stations throughout the country.

COPYRIGHT HEARINGS ON PERFORMANCE RIGHTS HELD

Register of Copyrights Barbara Ringer presided at hearings on Performance Rights on Phonorecords on July 6 and 7 at the Copyright Office.

Assisting the Register on the panel were Assistant Register of Copyrights for Registration Waldo H. Moore, General Counsel Jon A. Baumgarten, Assistant General Counsel Richard E. Glasgow, and Attorney-Advisers Harriet L. Oler (head of the Copyright Office Team on Performance Rights), Richard J. Katz, and Charlotte N. Bostick, a music examiner detailed temporarily to the general counsel's office.

The Register opened the hearing at 9:30 a.m. by posing the question of whether contributors to recorded sounds should be entitled to royalties, and the series of witnesses began.

The first scheduled witness, Thomas A. Gramuglia, vice president of the Independent Record and Tape Association, did not appear, and the first testimony of the day was given by Theodore R. Dorf, general manager of radio stations WGAY-AM/FM in the Washington, D.C., area. Contending that payment of a performance royalty would be a burden, Mr. Dorf concluded that the copyright law "is first and foremost intended to provide an incentive for creativity and production so that the general public will benefit from it. . . . A performance royalty will not serve the fundamental purpose intended by traditional notions of copyright; on the contrary, it will only serve as a further tax on broadcasters for the benefit of a few who are already well compensated for whatever creative efforts they put forth. . . ."

In the question-and-answer period that followed his testimony, Mr. Dorf argued that the more the radio stations expose the record company's product, the more it will move, and that a market does exist for which the record companies are not making their

product available. He also said that some FM operators would suffer serious financial loss if payment of performance royalties became law.

The next witness, Robert Wade, general counsel for the National Endowment for the Arts, indicated that overexposure could ruin a record, that certain types of music (classical, and so on) could not pay their own way and that consequently some kind of royalty was the "equitable thing."

Jack Golodner, executive secretary of the Council of AFL-CIO Unions for Professional Employees, appeared simultaneously with Sanford Wolff, executive secretary of the American Federation of Television and Radio Artists, AFL-CIO (AFTRA). Both witnesses favored performance royalties. Mr. Golodner told of his father, formerly a member of the NBC Symphony, who had listened to his own recorded performances after being dismissed by NBC because of the advent of phonorecords.

The Register raised questions about a trust fund maintained by the American Federation of Musicians Union. Mr. Wolff replied that this was additional compensation for people in the studio who make the records. To the Register's contention that performers did get something from the record companies and to her question of why wasn't this an answer to their problems, Mr. Wolff implied that the fund was a matter of principle.

Messrs. Golodner and Wolff were followed by Nicholas E. Allen, counsel for the Amusement and Music Operators Association, representing jukebox owners and operators. Mr. Allen pleaded that, with his clients due to begin paying a jukebox royalty of $8 a year commencing January 1, 1978, payment of a performance royalty would be prohibitive especially in view of "the economically marginal condition of this industry of small businessmen. . . ."

The first witness on July 7 was James R. Popham, assistant general counsel of the National Association of Broadcasters, accompanied by John A. Dimling, vice president and director of research of NAB. Mr. Popham indicated that record sales sufficiently compensated performing artists in monetary terms and that broadcast exposure helped in promoting performers. He also cited what he felt were constitutional questions barring performance royalties—that copyright, being a "governmentally sanctioned monopoly," conflicted with "two of our most important national policy goals, those of competition and freedom of speech and expression. . . ."

Ben Dunham, director of public relations for the American Symphony Orchestra League, explained that symphony orchestras were not profitmaking. In fact, most of them carry a large deficit and consequently need the payments of performance royalties.

The final appearance of the day was a joint appearance by Michael Newton, president, and by noted actor and singer Theo Bikel, vice chairman of the board, Associated Councils of the Arts. Mr. Newton held that performance constitutes a tangible quantity—the performer furnishes creative talent. Mr. Bikel noted that some promotion obviously accrued during playing of a record but, he added, it accrues to everybody—artists, and so forth—who does get reimbursed. Mr. Bikel said, however, that everyone gets paid by the broadcasters except the performer.

Hearings were announced for July 26, 27, and possibly 28, in Beverly Hills, Calif.

The Register indicated the record would be kept open for the submission of statements until August 26.

NEW MEMBERS SOUGHT FOR WOMEN'S PROGRAM ADVISORY COMMITTEE

The Librarian has issued a Special Announcement regarding the selection of new members of the Women's Program Advisory Committee. Last year, two members were selected from each department and the Office of The Librarian for membership on the Committee. One member was selected for a one-year term; the other for a two-year term. By Special Announcement, The Librarian extended the terms of membership through September 30. Thus, the terms of those selected to serve for one year will soon expire, except in departments where vacancies have occurred and have been filled.

New members will be selected from the Office of The Librarian, Administrative Department, Congressional Research Service, Copyright Office, and Reader Services and Research Departments.

Volunteers from these departments should submit a written memorandum expressing their interest in serving on the committee to their department directors by September 9. In the interest of standardizing selection procedures, all volunteers will be interviewed. Department directors will submit a list of three names, in order of preference, to The Deputy Librarian by September 23. The final selection will be made by September 30.

The Women's Program Advisory Committee should consist of Library men and women who are actively

interested in improving the status of women at the Library.

Members of the committee provide assistance and advice to the Women's Program Coordinator toward the goal of assuring equal employment opportunity for women at the Library of Congress. They participate in such activities as compiling statistics, planning a speakers program, and communicating information.

TUITION SUPPORT PROGRAM ANNOUNCED FOR FY 1978

Since its inception in 1973, the Library of Congress Tuition Support Program has grown in scope and popularity to its present enrollment of over 200 participants. The program will continue, with a few modifications, during fiscal year 1978, which begins October 1 and ends September 30, 1978.

Each staff member planning to participate in the Tuition Support Program during fiscal 1978, whether new to or continuing in the program, must submit an *Application for Tuition Support* (LW 4/76) to the Training Office during the month of August. The program has been expanded to include part-time staff members with two years continuous satisfactory service. Part-time participants will receive funding on a prorated basis based on percentage of time worked.

The Training Office emphasizes the importance of the August 31 deadline for receiving form LW 4/76. Due to expected budget constraints, applicants will be ranked for participation in the program based on training objectives and length of Library service. [See Special Announcement 850 for program guidelines and procedures.] All "Applications for Tuition Support" received after the August 31 deadline will be reviewed only after funding availability has been determined. Successful applicants for the program will be notified by the Training Office.

Applicants are also required to apply for individual course approval on form OF 170 (*Request, Authorization, Agreement and Certification of Training*). The form must be received in the Training Office at least 30 days before the beginning date of class. Submission of the form should not be delayed if scheduling of classes by the school is unknown. The applicant should request the next prescribed course in the career development program and, if needed, adjustments can be made later by a counselor. The 30-day stipulation will be strictly enforced during fiscal 1978 because of budget limitations.

Tuition Support will be limited to $300 per semester, not to exceed $900 per year; or $200 per quarter, not to exceed $800 per year for each staff member participating. Participation is limited to staff members in grades GS/GT-8 and below or comparable wage board grades.

Additional information, assistance, or an appointment may be secured by calling the Training Office, ext. 6348.

STAFF NEWS

RETIREMENT

Aimee E. Pratt, division secretary of the Manuscript Division for more than 20 years, retired July 29. More than 30 of her 35 years of service were in the Library of Congress.

A native of Washington, D.C., she attended Dunbar High School and Howard University. After service in the War, State, and Treasury Departments, she joined the staff of the Library in 1947, where she was employed in the Union Catalog, Exchange and Gift, and Air Research Divisions. She became secretary in the Manuscript Division in 1957 and remained there for 20 years. The citation for a quality increase in 1967 referred to her as "an island of serenity." In addition to her assigned work duties, she frequently served as the division keyworker for Combined Federal Campaigns, bond drives, bloodmobile visits, and other causes.

A small luncheon in her honor was held at the Cosmos Club on July 27, attended by all but one of the former chiefs and assistant chiefs of the Manuscript Division for the past 25 years, as well as her present close associates.

On the day of her retirement her fellow workers presented her with a portable electric typewriter, which, she said, left her "speechless for the first time." A second whimsical gift was described by her supervisor as "something she would never need": a roll of correction tape.

AWARD

Harold W. Torrence, laborer general, Buildings Services Section, was presented a 20-year Federal Service Award pin on August 12 by Gerald T. Garvey, chief of the Buildings Management Office.

A native of Mooresville, N.C., Mr. Torrence began his career with the Library in 1957 as a library assistant for the Division for the Blind and Physically Handicapped, working there until the next year, when he left the Library for a short period. Mr.

Torrence returned to the Library in 1959, holding successive positions in several Library divisions. He accepted the position of laborer general in 1973.

PERSONNEL CHANGES

Kuroda, Matsumoto Exchange Posts

Andrew Y. Kuroda, former head of the Japanese Section, Orientalia Division, has been assigned as field director to the Library of Congress Tokyo Office for two years, effective July 18. Hisao Matsumoto, who has been in the Tokyo post since 1968, has been assigned to Mr. Kuroda's former position for the same period of time.

These assignments are part of a new Library personnel exchange policy whereby overseas field directors are to be appointed to serve in appropriate positions within the area studies divisions in Washington, D.C., and area specialists on the Library staff in Washington may be assigned to serve in overseas posts.

After graduating from Meiji Gakuin College in Tokyo, Mr. Kuroda came to the United States in 1934. He received graduate degrees in theology and the ministry in 1937 and 1938, and served several Japanese American churches in the Pacific Northwest until World War II interrupted his ministerial career.

He became an instructor of Japanese in the Military Intelligence Service Language School at the University of Michigan in 1943. The following year he joined the Office of Strategic Services and served in the China-Burma-India Theater of Operations. After returning to the United States in September 1945, Mr. Kuroda was sent to Japan by the U.S. Strategic Bombing Survey as part of a team that investigated the morale effects of the atomic bomb on the people of Nagasaki and other parts of Japan.

Mr. Kuroda joined the staff of the Library as principal cataloger in the Japanese Section of the Orientalia Division in April 1946. He participated in deliberations of the Orientalia Processing Committee on revising ALA and LC rules of entry and descriptive cataloging as applied to Japanese works. He also assisted in the formulation of word division rules in romanized Japanese.

During the U.S. Occupation of Japan, many Japanese government officials and academic and community leaders were brought to the United States under the U.S. Army's auspices. Mr. Kuroda, at the Army's request, provided an orientation lecture in Japanese in the Library of Congress. For his work in this and other areas he received in 1952 an outstanding performance rating and a Superior Accomplishment Award.

After the responsibility for cataloging Oriental materials was transferred to the Processing Department, Mr. Kuroda became bibliographical and reference librarian in the Orientalia Division in 1959, assistant head of the Japanese Section in 1964, and head in 1965.

Mr. Kuroda has served as a panel member of the Board of U.S. Civil Service Examiners and as a member of a Library of Congress Appeals Board. He also served as acting field director of LC's Tokyo Office for six weeks during the summer of 1970.

Mr. Kuroda is the author of various journal articles dealing with Japanese collections. He is a member of the Association for Asian Studies, and has served in the Executive Group of the Association's Committee on East Asian Libraries. He became a naturalized citizen in April 1955.

Hisao Matsumoto took up his duties as head of the Japanese Section on August 15 upon his return from Tokyo, where he served as field director of the Shared Cataloging Center for more than nine years.

Mr. Matsumoto was born in Los Angeles, Calif., but lived as a child with his parents in Hiroshima, Japan, where he attended school. He returned to California in 1949 and continued his schooling. During the Korean War he joined the U.S. Air Force and served in the Adjutant Office of the Tokyo headquarters from 1952 to 1955. He graduated from the University of California at Berkeley with a B.A. degree in international relations in 1958 and in 1964 he received the M.A. degree in Far Eastern studies from the American University in Washington, D.C.

He joined the Library staff in the Copyright Office in 1958 and has since served in various positions of increasing responsibility. Before his appointment as field director to Tokyo, he served as reference librarian and editor of the Japanese Union Catalog in the Orientalia Division for over five years. He also worked as a senior cataloger in the Far Eastern Languages Section of the Descriptive Cataloging Division for about two years.

Since Mr. Matsumoto established the Tokyo Shared Cataloging Center in 1968, it has been operating at full capacity and most effectively as part of the National Program for Acquisition and Cataloging. In 1971, he helped develop a new program of having the LC master cards of Japanese titles printed and proofread in Tokyo for photo-offset reproduction in Washington. In 1973, the printing of Chinese and Korean cards was added to the responsibilities of the center

and this greatly helped speed up the delivery of printed cards of Oriental titles to the American libraries. This particular accomplishment, in addition to the exemplary way in which Mr. Matsumoto served as the Library of Congress representative to Japanese library and government officials at all levels, was recognized in August 1975 when he received an outstanding performance rating and a quality increase.

The Japanese newspaper *Asahi Shimbun* welcomed Mr. Kuroda to his new post, calling him an "intimate of Japanese scholars, bookmen, and reporters in the U.S." while citing Mr. Matsumoto's accomplishments in establishing friendly relationships between the United States and Japan during his tenure.

Appointments: Ronald A. Banks, Sr., motor vehicle operator, WG-5, CS, OP 17-100; Bernard Bright, library aid, GS-3, Share Cat, 4815; Lee Clark, filer searcher, GS-4, Loan, 4838; Gregory Dunn, microphotographer (trainee), GT-3, Photodup, OP 5-100; John McCarthy, library aid, GS-3, Share Cat, 4815; Elizabeth Rinn, clerical assistant, GS-4, Subj Cat, 4724.

Temporary Appointments: Harold Butler, deck attendant (trainee), GS-2, S&R, OP 1-600; Lucy Murphy, deck attendant (trainee), GS-2, S&R, OP 1-600; John Vincent, deck attendant (trainee), GS-2, S&R, OP 1-600; Dorothy Warthington, janitor, WG-1, Bldgs, NP; Mark Wilson, library aid, GS-1, S&R, NP; Reginald Young, deck attendant (trainee), GS-2, S&R, OP 1-600.

Reappointment: Nancy Heflin, clerk-typist, GT-3, Photodup, OP 2-100.

Temporary Reappointments: Roy Thomas, bibliographer, GS-11, GR&B, NP; Christine Urick, senior laboratory technician, GT-5, Photodup, NP.

Temporary Promotion: Anita Gaines, deck attendant trainee, GS-2, S&R, OP 3-600.

Promotions: Jeanette Alicea, to senior microphotographer, GT-5, Photodup, 4710; S. Diane Burns, to secretary to the chief, GT-7, Photodup, 4851; Rosalyn Coleman, to arranging and distribution assistant, GS-3, Cat Mgmt, NP; Roosevelt J. Davis, Jr., to area supervisor, GS-6, S&R, 4785; Louis Eldridge, E&G, to newspaper processor, GS-5, Ser, 4764; Louise Gordon, Cat Publ, to clerk-typist, GS-4, MARC Ed, 4782; Patricia Hatlen, to cataloger, GS-9, DBPH, 4318 & 4659; William E. Hollis, Jr., to control clerk, GS-5, ISO, 4729; Arlette Johnson, to arranging distribution assistant, GS-3, Cat Mgmt, NP; David Joe Lewis, to work leader, GS-5, S&R, 4689; Toloria Payne, to computer terminal operator, GS-6, CRS D, 4781; Mark Rohlf, Loan, to order librarian, GS-7, Ord, 4739; Duane Sutton, S&R, library aid, GS-3, E&G, 4833; William Trollinger, IV, to senior microphotographer, GT-5, Photodup, 4710; Caesar Williams, to systems analyst, GS-13, ISO, 4796.

Transfers: Robert Blazis, Cat Publ, to subject cataloger, GS-9, Subj Cat, 4643; Constance Bradshaw, DC, to MARC monograph editor/input operator, GS-5, MARC Ed, 4750; Laura Christian, CRS C, to position classification and organization specialist, GS-7, Pers Class, 4697; Jane Collins, Sci, to head, compliance section, GS-13, Cop Serv, 4803; Geraldine Hunter, Cat Mgmt, to MARC monograph editor/input operator, GS-15, MARC Ed, 4750; Wonda Torian, NUCPP, to peripheral equipment operator, GS-15, Sci, 4823.

Resignations: Edward E. Bailey, Jr., CRS L; Eugene Beitel, Bldgs; Sheila Keegan, DBPH; Patricia Laing, Cop Cat; Delma Lewis, Desc Cat; Paul Messner, CRS C; Joanne Mitchell, CRS D; Jonathan Monroe, CRS D; Carrie Olsen, G&M; Karon Payne, CRS E; Barbara Rowland, P&P; Pamela Switzer, FMO; Mary Usnick, CRS L.

NEWS IN THE LIBRARY WORLD

Indonesian Studies Group Meets

The sixth annual conference on Indonesian studies took place on July 21-23 at the University of Wisconsin, Madison. The conference focused on the topic of the art, ritual, and society of present day Indonesia. It was attended by about 150 participants representing various research institutions in the United States and Indonesia.

Among the papers read that drew considerable interest were those presented by Professor John Emigh of Brown University, who discussed and demonstrated the use of masks in dramatic performances from New Guinea and Bali, and by Professor Judith Becker of the University of Michigan, who traced the development of Javanese *gamelan* music in this country from one *gamelan* orchestra founded in 1969 at the University of Southern California to the present 12 groups, including one at the University of Maryland. The proceedings of the conference will be published by the Center of Southeast Asia Studies at the University of Wisconsin, Madison.

[*A. Kohar Rony* and
Minar T. Rony]

APPENDIX I

CONCLUDING REPORTS ON THE ANNUAL CONFERENCE OF THE AMERICAN LIBRARY ASSOCIATION Detroit, Mich., June 17-23, 1977

RESOURCES AND TECHNICAL SERVICES DIVISION

ROLE OF THE PROFESSIONAL IN TECHNICAL SERVICES DISCUSSION GROUP

This RTSD discussion group met on Monday morning, June 20. Established during the last Midwinter Meeting, its scope of coverage was modified to limit attendance and encourage a detailed examination of specific issues. Arnold Hirshon of Wayne State University moderated a discussion of tenure and promotion systems—their effect upon technical services librarians and upon the structure of professional duties. Librarians present examined evaluation procedures applied to personnel in technical services—how evaluations are done and whether the criteria are different from those applied to other professionals.

Opening the discussion, Mr. Hirshon identified four major areas of concern considered by tenure and promotion committees: on-the-job performance; professional development; educational qualification; and university, library, and community activities. Mr. Hirshon asked whether job performance of professionals can be measured and, if so, by what methods? He noted that research activity and publication vary in importance from institution to institution. Is there a difference, he asked, in time allotted to technical service librarians and reference personnel for professional development? Is "publish or perish" becoming an aspect of professional life in some academic libraries? Are committee and other activities accepted instead of publication?

Discussing educational qualifications, Mr. Hirshon asked whether the second master's or doctoral degree is becoming more or less important. Is the M.L.S. the appropriate terminal degree for a librarian? In the area of activities, he inquired whether community involvement was really given much importance.

Because of its implications, one question evoked immediate response. Is professional development an intrinsic part of a librarian's job? Related questions were posed by those present. Do institutions attempt to hold their professionals responsible for development without providing them with time? What constitutes appropriate commitment? Who should pay the cost of attending conferences?

Two schools of thought emerged in response to the last question. One held that a library should subsidize participation contributing to its own interests; the other favored the attitude that the portable professional qualifications of an individual are enhanced by what is learned and, therefore, personal financial outlay may be considered a sound career investment.

The question of time allotted for professional development elicited from those present the following statements concerning the current situation on different campuses in the United States and Canada. At the University of Washington librarians are given up to six hours each week to attend classes of their choice. No conditions are placed upon subject orientation. Texas A&M University has a 40-hour work week. Four hours of this time is for development and may be used for reading professional literature. After six years at the University of Vermont, librarians are eligible for a sabbatical at three-quarters pay. All members of the library staff are allowed to attend two tuition-free university courses each semester. A librarian from the University of Windsor's technical services department reported that librarians there are allowed to take five work days each month for professional development. After five years professionals receive a sabbatical of one year. Two catalogers are currently spending their sabbaticals abroad, one working in India, the other in Russia.

Mr. Hirshon was interested in standards used for measuring research activity. What, he asked, is the meaning of publication? Must the latter be indeed in the literature? What really is "the literature"? Is ERIC included? Does one count in-house publication? Various situations were described by participating members.

Three years ago the University of Houston began to insist upon publication in a national, refereed journal. Last year a promotion and tenure committee met to draw up new criteria. Unpublished policy and procedure manuals are now considered in lieu of publication. Three areas examined are those of publications, professional activities, and education.

At the University of Indiana, librarians are analogous to teaching faculty and are evaluated in the areas of professional development, research, and creativity. The last two catagories have eluded precise description. Publication is not mandatory.

Three years ago Duke University instituted academic status for librarians. Not synonymous with faculty status, the former, nevertheless, entails systematic review of professionals by ad hoc ranking committees.

Given the deluge of publications that exists today, library administrators are increasingly interested in gathering production statistics relative to cataloging for purposes of cost analysis. Concern with production statistics should imply concern with control of systems rather than individuals. Production standards are predicated upon identification of levels of complexity within cataloging. Paraprofessionals may be used, freeing catalogers for work that requires professional training. Discussion group members agreed that it is the responsibility of supervisors to involve librarians in establishing norms of production. Successful systems analysis within libraries, they added, cannot be undertaken without the participation of production line staff.

The consensus was that librarianship increasingly requires flexible, multifaceted individuals able to contribute to the library community at large. Whether personnel administrators or catalogers, discussion group members agreed that a system cannot be considered successful if it succeeds only in making its professionals more adept in one limited area of production.

What is the responsibility of library management toward those who function in a production mode? What is the difference between professionalism and numberism?

At issue, observed Mr. Hirshon, was more than a simple question of productivity versus quality. One should ask, he advised, whether people functioning within a production mode are given responsibility for truly professional work. Two libraries where the latter question was recently asked are Yale and the University of Michigan.

Commitment to staff development in the technical services led both institutions to abandon the system of separating descriptive and subject cataloging. The University of Michigan found no supporting evidence to indicate that dividing the functions increased productivity. Yale University, which formerly separated descriptive and subject cataloging, investigated the rationale of its sytem. The chairman of the committee charged to investigate informed the discussion group that he had recommended merger.

At the time of unification, Yale administrators declared that a 10 percent decrease in productivity would not only be an acceptable figure but also one that indicated the reorganization had been a success. Productivity increased. It is believed that this occurred because problems pertaining to one item did not have to be solved by two people. Change at Yale has been guided by belief that a higher degree of professionalism is entailed when one librarian knows both ends of an operation, thus obviating errors of limited knowledge on the part of either the descriptive or subject catal ger.

A future topic of the discussion group may be the role assigned technical services staff within the reference function of a library. How do those who produce a bibliographic entry participate in its manipulation and dissemination? How do technical services librarians participate in planning and implementing effective use of automated data bases?

[*Joan F. Higbee*]

COLLECTION DEVELOPMENT OFFICERS OF MEDIUM-SIZED RESEARCH LIBRARIES

This discussion group of the Resources Section met on Monday afternoon, June 20. Chairman Metod M. Milac of Syracuse University moderated a program focused upon five major problems.

First on the agenda was an analysis of the development of criteria for off-site storage of library holdings. The second item was an examination of out-of-print programs, an area of activity strongly affected by declining acquisition budgets. The third topic was accreditation of academic programs and the role of collection development officers in this process. The usefulness of recent book and periodical price studies was discussed, and a close investigation of serials review and cancellation projects followed.

Disparate concerns were unified by two common denominators. One was determination to plan for the future by building bodies of data that could be analyzed to isolate shifting patterns within collection development. The other was a desire to examine fruitful procedures used to control budgets and collections. By the adaption and application of these tested methods to future problems, potential crises could be obviated.

Claude Noyes, University of Rochester, opened discussion of off-site storage. His library would run out of space in six to ten years, he declared, and at that time growth would no longer be possible. The space

problems of the future would involve items that were not duplicates and were needed for collection depth. At issue was the necessity for establishing criteria for deselection.

Members of the discussion group empathized with Mr. Noyes who foresaw the end of building expansion and an ensuing concern with the limits of collections. They had seen the problem manifested by such symptoms as disappearing seating capacity, edge shelving of books, and the floor stacking of items that were frequently exposed to accelerated deterioration. They shared the interest of Mr. Noyes in an important piece of information gleaned from library inventory studies: 80 percent of use comes from 20 percent of most collections and, vice versa, 20 percent of use is from 80 percent of most collections.

But how does one determine use? Circulation is an indication of use while reshelved materials are an indication of use of non-circulating items. An automated circulation system provides rapid access to statistics concerning shelf-life activity, while a manual system may resort to gummed dot labels.

A book reshelved for the first time, once a manual system is implemented, would have a label placed on its spine. Mr. Noyes explained that, over a period of years, it would be possible, by reading spines, to spot dormant material. While this method might not be overtly used as a deselection tool, it would be a negative device in ascertaining what not to send to storage. Bibliographers would be asked to look at items that offered no sign of user activity. Tools used by bibliographers in the deselection process would include the shelflist and the *Library of Congress Subject Headings*.

Many institutions find it easier to deselect serials than monographs. And, members present indicated that there are other problems to consider. How can a catalog show that an item is in storage and not on the shelf? What is the best inventory and delivery system? What kind of record is kept when material goes into storage. How does one indicate what is in storage and reduce the user's frustration that results from searching for items that have been removed?

During discussion of out-of-print programs, priorities involved in acquisition rather than deselection began to be enumerated. Basic to the problem was the issue of cost effectiveness.

Mary Magruder Brady, University of Saskatchewan, described the labor-intensive nature of one system that is staffed by five librarians and three library assistants. In out-of-print and reprint purchases, eight individuals check 350-400 dealers' catalogs and lists each year against internal files and the card catalog. Mrs. Brady reported that they also prepare requisition forms and hold letters. Less than 35 percent of the items sought are estimated to be received.

In contrast, Siegfried Feller, chief bibliographer and associate director for collections and resources at the library of the University of Massachusetts, Amherst, observed that primary consideration is given in his library to currently published material. He described this situation as formally established 10 years ago and mandated by the Faculty Senate Library Committee. When implemented, the system of priorities, which emphasized the acquisition of current publications, ruled out many reprints on the ground that they were intellectually retrospective. Over the past 10 years little effort has gone into the purchase of antiquarian material; 90 percent of expenditures being made for recently published items. Mr. Feller made a telling point—12 to 15 times more staff time is expended in acquiring out-of-print material because of the high ratio of misses to hits.

Questions of cost effectiveness aside, what constitutes a balanced collection in the opinion of an accreditation committee? Metod M. Milac presented for discussion the problem of accreditation of academic programs. He observed that some professional schools, such as those of law and architecture, are examined in relationship to specific standards available to the collection development staff. Departments should be encouraged to reveal ahead of time the type of information needed such as the book budget and the size of the collection. Crucial to success, Mr. Milac emphasized, was having an appropriate collection development officer meet with the dean or chairman of a department being accredited.

Steps followed during the process of evaluation were discussed by Mr. Feller. In his opinion, requests usually include a history of expenditures that cover subject areas related to the department being evaluated as well as to its own specific subject. As an example, he cited the evaluation of an education department during which an accreditation team would also look at holdings in such related areas as psychology and counseling.

In planning for this hypothetical examination, Mr. Feller recommended the preparation of a report on the number of periodical titles in the primary and secondary subject areas, as well as an estimate of their current renewal value. Thereafter, he would advise a shelflist measurement.

With the cooperation of a representative of the education department, the measurement would involve a

review of the entire Library of Congress subject classification. As the project progressed, an attempt would be made to pinpoint areas of interest and to measure relevant components of the shelflist.

For "Education" one would not simply measure Class L and then make projections based upon the number of cards for titles and volumes. Consideration of related areas would include "Biology–Study and Teaching" and "Mathematics–Study and Teaching." Records generated during this process and from self-evaluation studies should, in Mr. Feller's opinion, be retained. They will be of added value because individuals in related fields, such as chemistry and biochemistry, would be interested in shelflist measurements taken in the same part of the classification schedules. Since these measurements become the basis for projections concerning holdings, the same study might prove germane, within a one- or two-semester period, to an evaluation of related fields.

Among members present, some recommended comparing a library's shelflist measurements with those of similar institutions. Access factors would then be emphasized, making it apparent that, although certain volumes might not be physically present, they would be available through special agreements. Discussion group participants emphasized the importance of keeping files of the reports submitted in order to document a specific collection's process of change. They also observed that information concerning library holdings, given to faculty members who include it in proposals for government grants, is frequently audited by the Department of Health, Education, and Welfare.

Recent price studies for books and peridocials, such as those prepared by *Publishers Weekly* or presented by F. F. Clasquin and Norman B. Brown in *Library Journal* have the potential for being important tools in collection development. Hwa-wei Lee of Colorado State University spoke of the need within these and similar presentations for a greater breakdown of subject categories. This issue, members observed, is currently being investigated by the Library Materials Price Index Committee. Faxon's representative to that committee has requested subject specialists to inform him of publications that may provide test or model titles.

Just as collection development officers need price index information in determining the placing of new orders, so also, in the face of rising costs and static budgets, they must have increasingly sophisticated means of judging publications that should be canceled. Siegfried Feller discussed this problem. He described the serial review and cancellation project undertaken in the library of the University of Massachusetts, Amherst, during which one-sixth of the dollar value of renewals, involving 16,200 titles, was eliminated. An area that had absorbed 70 percent of the acquisitions budget was thereby significantly reduced.

Working with a broadly developed automated system, Mr. Feller was able to begin his project by printing lists of serials in subject groupings. Two hundred groups appeared, spread over 80 departments. Bibliographers were then asked to rank titles in six orders of priority. The priority information was input and subject listings printed again, this time after having been divided into the six groupings. Subsequently, all titles marked with cancellation priority codes were printed in vendor units and mailed in clusters to dealers. An estimated amount of $60,000 was saved.

The method of rating has been suggested as a future discussion group topic. A report describing the work undertaken may be found in Mr. Feller's article "Serials Reduction: Library Serial Cancellectomies at the University of Massachusetts, Amherst" published in the last winter issue of *The Serials Librarian.*

How important a topic is serials reduction? One collection development officer observed that as much as 30 percent of a library's budget in the humanities and social sciences may be spent on journals. As much as 85 percent of the budget may be spent for serials in the physical and biological sciences.

[*Joan F. Higbee*]

FILING COMMITTEE

This committee met on June 17 and June 20 to discuss the second draft of its filing rules. (The first draft had been discussed at a two-day working meeting held before the last ALA Midwinter Meeting.) The committee agreed on the following order of characters: blank, numerals 0-9, letters of the roman alphabet a-z, and letters of nonroman alphabets. Dashes, hyphens, and diagonal slashes have a filing value equivalent to a blank; multiple consecutive spaces are compressed to a single space. Nonroman characters will be arranged according to the collating sequence for each alphabet and all Arabic characters will precede all Cyrillic characters which will precede all Greek characters, etc. according to a list provided in the draft. Modified roman letters are treated like their plain equivalent and all diacritical marks are ignored. For example, ø is filed as o and ü is filed as u. Punctuation and nonalphabetic signs and symbols are ignored for filing purposes.

The committee agreed that the major categories of access fields for bibliographic records include author, title, added entry, series, and subject entry, and that access fields should receive primary consideration. Access fields are compared character by character; each character is regarded in exactly the form and order in which it appears in a bibliographic record. Access fields consisting of a personal or corporate name and a title are treated as though they consist of two separate fields. To arrange bibliographic records with identical access fields, it is necessary to consider the function of the access fields. Main and added entries are interfiled and precede all subject entries.

The Filing Committee plans to hold a one-day working meeting at the next Midwinter Meeting to continue its consideration of the filing rules.

[*Susan Biebel*]

ASIAN AND AFRICAN MATERIALS DESCRIPTIVE CATALOGING SUBCOMMITTEE

This subcommittee of the Descriptive Cataloging Committee, Cataloging and Classification Section, held its second meeting on Monday afternoon, June 20. The chairman, Frances Ladd, University of Rochester, presided, with committee members David Michener, Northwestern University, and Henry Scholberg, University of Minnesota, and 10 guests including Michael Fitzgerald, chairman, Descriptive Cataloging Committee, present.

Mr. Michener first reported on the problems of establishing African names. Variations in form include purely Western names, a mixture of African and Western elements, and purely African names; there is the additional problem of constant changes of names. In *Cataloging Service* Bulletin 96, the Library of Congress announced that because Ethiopians normally do not bear surnames, their names should be entered in direct order under the first element as it appears in the author's works. Some catalogers do not see *Cataloging Service* bulletins and therefore may be unaware of the Library's policy. In the case of Zaire, the law requires Zairians to adopt authentic Zairian names, which, with a few exceptions, should be entered under the first element. A Library of Congress policy for Zairian names has not been published, but the Library does enter these names under the first element, if the name is identifiable as Zairian. It is, therefore, important that people who know Africa and African names should work on these materials in order to identify and investigate the structure of these names. Titles are also problematic. It is difficult to distinguish between a part of the title and the name itself. Some Cameroonian names have been mistakenly entered under title by the Library of Congress. [The Library would like to be informed of such cases.] A list of Cameroonian authors shown under the form by which they should be entered has been published by Cameroonian librarians [*Essai de catalogage des noms camersunais*, by Hilaire Omskolo, published by Université de Yasundé, Service central des bibliothéques, as No. 6 of the series, "Collection Études et recherches en bibliothéconomie"].

Mr. Michener also described the tremendous variety in African names. Ethnic groups or national groups do not use forms of names consistently. Changes of individual names are quite common. It is virtually impossible to keep informed of all these changes. (At a meeting last January, it was suggested that questions concerning African names should be conveyed to the RTSD Catalog Code Revision Committee.) The law in Senegal, for instance, requires that the primary part of the author's names should be highlighted by capitalization. Examples were searched, but no uniformity was found. Mr. Michener proposed that librarians working with African materials look to national library groups in Africa to establish rules, if possible, or at least to list authors' names in appropriate entry format in order to alleviate this complicated situation. There are hundreds of languages and ethnic groups and thousands of types of names and titles. The problem of entry of personal names may persist, especially with Senegalese names, where it is so difficult to recognize a name.

As the situation stands now, librarians make different decisions with discrepancies apparent between the Library of Congress and other research libraries. In view of the complicated situation, it is difficult for other libraries to anticipate how the Library of Congress will enter a particular African name. Place names are also frequently troublesome, both in subject and descriptive cataloging. Numerous changes of names occur, and many variant names exist for the same place. Corporate names, particularly the many government bodies that emerge, create much confusion. These bodies appear in different forms in a single publication, on the cover, on the title page, and in the preface. The same name may be used by different institutions in different countries. It is, therefore, an extremely complex problem to differentiate corporate bodies. Systematic romanization of the names of government bodies is not always used by the Library. Arabic headings may be romanized even though the document is in English or French, and the book is not written in Arabic. On the other hand, the

Library may provide the entry in English or French as a provisional heading. In conclusion, Mr. Michener commented that solutions to these problem areas are not easy to find. He urged open communication between libraries and organizations in order to foster progress in the development of cataloging rules by way of solving the many problems. The goal should be rules approved by ALA and so guaranteed to be applied uniformly by librarians working in Africana.

Henry Scholberg of the University of Minnesota, circulated a report on 21 letters he had sent to librarians concerning subject analysis and descriptive cataloging of South Asian materials. He had eight responses, but few suggested solutions to problems in descriptive cataloging. He explained that virtually identical problems existed in the cataloging of South Asian materials—compound names, honorific titles, and so forth. The *Indian National Bibliography* (INB), for instance, uses its own romanization system for names, no matter how the author writes his own name. Mr. Scholberg asked for standardization of name entries. Pseudonyms appeared to be more prevalent in South Asia than in Africa. Many in this region write under pseudonyms, and are sometimes known only by pseudonyms. The Library of Congress seemed intent upon finding and using the real name before 1971 [the change actually took place in 1967 with the adoption of the AACR], while in India, INB uses the real name. Finally, place names also cause problems. Mr. Scholberg, unaware of the Library's commitment to BGN, wondered why it took so long for the Library to change place names, such as the change from Ceylon to Sri Lanka. He further questioned the Library's use of East Pakistan during the period 1947-1971 when it was known as East Bengal. The change of government bodies to the vernacular he thought to be unnecessary. (The Library considers that it has no choice when English ceases to be an official language of the particular jurisdiction.) He concluded his report by saying that the romanization of Indic languages according to the ALA tables appeared satisfactory to U.S. bibliographers and librarians, even though native speakers sometimes find the results awkward. At the end of the meeting, Frances Ladd and Michael Fitzgerald asked the committee members to suggest solutions to these problems be forwarded to the Library of Congress and other institutions. [*Mya Thanda Poe*]

ASIAN AMERICAN LIBRARIANS

CAUCUS BUSINESS MEETING

The AALC held its first business meeting on Friday, June 17. The chairman, Leo C. Ho, presided, and 13 members were present. The minutes of the caucus' last meetings at Midwinter and the treasurer's report were read and accepted. The current membership was reported at 130 paid members; those present agreed that future membership lists should include phone numbers and places of employment.

Vivian Kobayashi reported that the Nominations Committee had received nominations for vice chairman/chairman-elect, Raymond Lum, Harvard University Library and Philip Wei, Carleton College, Minnesota; for secretary, Tamiye Trejo, Chicago Public Library; for treasurer, Albert Milo, Chicago Public Library. Ballots, including short biographies of candidates, were to be mailed after the meeting. Mr. Ho emphasized the need for forming more regional chapters in order to facilitate the flow of communication, to increase the group's membership, and to encourage active participation. Four regional chapters have been organized; the coordinators are Utah, Stella Chang; San Francisco, Miss Chan; Boston, Raymond Lum; Minnesota, Philip Wei.

Mya Thanda Poe presented the results of a survey conducted of Asian-American employees at the Library of Congress concerning their interest in this organization. Based on the response, she hopes a regional chapter can be formed in the Washington, D.C., metropolitan area. Errol C. Lam, chairman of the Affirmative Action Committee, made available copies of the Bowling Green affirmative action plan.

There is also an Affirmative Action Register for $10 a year. AALC receives requests for names of persons to fill job vacancies, which are published in the newsletter; the problem of communicating information about openings during the interim period between publication of newsletters was acknowledged.

Changes in AALC's constitution and bylaws were discussed. J. Suzuki and T. Trejo had worked on the proposed revision of the constitution and bylaws, which will be mailed to the entire membership for balloting. The session concluded with T. C. Li's summary of the Survey Report on Public Library Services to Asian Americans, which had been prepared by the ad hoc committee of AALC.

The highlight of AALC's second business meeting, conducted on Monday, June 20, was the announcement of the official name change to Asian American Librarians Association and its affiliation to ALA. The officers for 1977-78 are chairman, Vivian Kobayashi; vice chairman/chairman-elect, Philip C. Wei; secretary, Tamiye Trejo; and treasurer, Albert Milo. Vivian Kobayashi presided, and 14 members attended the

session. Three matters were raised for discussion and decision. L. C. Ho, J. Suzuki, and T. C. Li explained the requirements and advantages of affiliation to ALA. The motion was passed by an unanimous vote of the members present, as was the proposed change of name of the organization. T. C. Li then provided the details and legal requirements for the incorporation and registration of AALA in Illinois as a nonprofit organization; J. Suzuki was appointed the resident agent and person in charge of handling the association's incorporation. Regarding the proposed changes in the constitution and bylaws of the association, members agreed that only principles should be determined at this time.

The terms of the secretary and the treasurer, and the responsibilities of the secretary were the subject of extended debate. P. C. Wei recommended that the secretary and the treasurer be each elected to two-year terms. All present concurred with these proposals and decided further that these officers should not be re-elected for two consecutive terms. The chairman assigned the Membership Committee chairman to compile and distribute the Annual Directory of Members. The initiation of the office of newsletter editor, appointed by the chairman, was agreed upon. The chairman proposed a three-member ad hoc committee for refining the language of the constitution and bylaws, consisting of J. Suzuki, T. Trejo, and A. Milo. This committee should also investigate the legal aspects of incorporation in Illinois, and AALA's status as a nonprofit organization.

Other business included nomination of Juliana Chan, head of the Chinatown Branch Public Library, Los Angeles, Calif., to serve on the OLSD Task Force to revise the principles for development of programs for library service to the disadvantaged.

Members favored formation of a committee by the chairman to conduct and evaluate a survey of the interests and needs of the membership. Members expressed the crucial need for the association to recruit actively new members through the regional chapters, and to publicize the association and to disseminate information about its program meetings more extensively. The chairman suggested the inclusion in the AALA *Newsletter* of Gerald Cousens' request for other minorities for his *Legacy for All: Biographies of Scientists;* the Bibliography Committee was asked to coordinate the transmittal of responses to Mr. Cousens. Members agreed that a copy of the AALA Membership Directory should be mailed to the ALA Office of Library Personnel Resources Advisory Committee, Minority Recruitment Subcommittee, for inclusion in a Minority Referral Network.

Julian Yung and Lilian Galedo were appointed to examine Library of Congress subject headings for racist and derogatory terms and to report their findings to the RTSD CCS Subject Analysis Subcommittee on Asian and African Materials. The chairman closed the meeting after requesting T. C. Li, a member of the Ad Hoc Library Survey Committee, to write a follow-up of the library survey report.

[*Mya Thanda Poe*]

PROGRAM

The caucus held its program meeting on Sunday afternoon, June 19, with Vivian Kobayashi as moderator.

T. C. Li of Rosary College reported on the Survey of Library Service to Asians in the Chicago area. The survey was conducted by sending questionnaires to libraries in areas having a large concentration of Asian Americans. Of the 50 questionnaires sent only 23 responses were returned. Volunteers for similar surveys in other cities were also invited to respond.

The second part of the program was a discussion on Continuing Education and Librarians, with David Kaser, Indiana University, as the speaker, and Mya Thanda Poe, Library of Congress, and Roy Chang, Western Illinois University, as panelists.

Mr. Kaser spoke on the use of libraries as a means of continuing education. He emphasized the fact that rapid changes in society and technology have increased the need for and the importance of continuing education. The three main sources of continuing education are libraries, professional organizations, and librarians themselves. Libraries have a major responsibility to keep staff members up-to-date and to provide administrative incentives to upgrade professional competence. Continuing education should also be judged on how far the librarian has improved professionally. Administration and middle management should also be evaluated on what they have done towards the upgrading of their staff. Continuing education is an institutional way of life, emphasizing in-service training programs. If administration provides the environment, training will take care of itself. Professional organizations are also a means of continuing education. Mr. Kaser used ALA and its conferences as an example. Personal contacts, the task-oriented committees, the meetings, and the exhibits all add to the improvement of the librarian's professional ability. This is also true of various other professional organizations. The individual becomes a main source of continuing education–by reading pro-

fessional literature and by studying and participating in decision-making. In conclusion, Mr. Kaser remarked that the individual should provide more than what the society expects.

Mya Thanda Poe gave a brief account of the training programs in the Library of Congress and emphasized the lack of programs in the area of Asian languages, where staff development and participation should be encouraged. While administration can provide incentives, it is up to the staff to accept responsibility for development. Roy Chang talked on the nature of librarianship. Libraries need competent and lively personalities. Librarians should take advantage of modern technology and assume responsibility for continuing education in other professions.

[*Thangam R. Iyer*]

ASSOCIATION OF COLLEGE AND RESEARCH LIBRARIES

ART SECTION

Members of this section met on Tuesday morning, June 21, to discuss commerical aspects of their specialty especially the type of information sought by patrons participating in the art market and resources available for the report of thefts or for the protection of holdings. Mary Ashe, section chairman, of the San Francisco Public Library joined in a panel discussion with guest speakers Howard Katzander, founder and editor of *International Art Market,* and Don Mason, former chief art investigator with the Federal Bureau of Investigation.

Mary Ashe opened the meeting by observing that librarians are frequently asked for art information by persons interested in speculative aspects of that field. She situated these queries within a complex national and international economic context. Dealers in New York City have estimated their annual volume at $300 million; transactions that occurred within the 1975 international art market have been estimated at $250 billion.

The discussion also took up the tools of the trade used by librarians who are in the front line of inquiry concerning constantly fluctuating prices. What are the strengths and the weaknesses of these tools?

The chairman discussed Library of Congress subject headings as sources of information. She drew attention to particularly useful ones that appear at different points in the catalog: Art as an investment, Art auctions, or Art dealers. She suggested pursuing information in the following subdivisions: Art–Collectors and collecting, Art objects–Catalogs, Art objects–Collectors and collecting, and Art objects–Prices.

She referred to art auction annuals as the traditional tools of librarians which, when issued directly by auction houses, usually concentrate on photographic reproduction and presentation of sales season highlights. Some included a limited range of surveys focused upon specific art objects. Since little documentation or bibliography is included, however, she did not consider these annuals useful for reference and research purposes. Five auction annuals she recommended are the *Annual Art Sales Index, Art Price Annual, Art Prices Current, International Auction Records,* and *World Collector's Annuary.* Unfortunately, only the last offers cumulative indexes. Closest to a cumulative sales index is a 1971 publication, the *Encyclopedia of Modern Art Auction Prices,* which covers paintings, graphics, watercolors, drawings, and collages sold between 1961 and 1969. Two important areas–prints and sculpture–are excluded.

Annuals vary in the periods of their coverage. One may reflect the art market from July through June, another from August through July. A publication may proceed according to the calendar year, while a similar annual covers the period from October to July with August and September omitted. Annuals vary according to specialties, and they differ in their arrangements. Some are organized according to type of art work or medium of presentation; in others the concentration is upon the work of specific artists. Not all have an index. Certain annuals include a work if, in the opinion of the editors, it is important. Others include it if the price paid is unusually high. Information given about artists and their work is far from uniform. For a solid, published study of art auction annuals, written by Cal Davis, she recommended turning to the book review section in the *Artist Newsletter* of December 1976.

Howard Katzander, who established *International Art Market* in 1961, also addressed the issue of annuals. He observed that, since becoming computerized, the *International Art Sales Index,* published in England, has expanded every year. Attempts are now made to record the price of all paintings sold at auction, whether they be oils, gouaches or others. Prints, drawings, and sculpture are not covered.

Mr. Katzander discussed the drawback of once-a-year publication. In the volatile market of today, timeliness is all important. Annuals frequently appear six months to a year after the last recorded sale. Prices, the speaker observed, are constantly fluctuating. What was true six months ago in the case of

impressionist painting is perhaps not true today. A library could, he ironically suggested, subscribe to the catalogs of all the major auction houses. These are issued in advance of sale and, after the auction, a price list is published. Lists plus catalogs would have the potential for providing valuable information. Unfortunately, there would be no index; therefore, very little information would be readily accessible.

Mr. Katzander remarked that, if one had the major art catalogs of the auction houses and *The Art Sales Index*, the latter could serve as an index to the former because ASI gives sales dates and names each painting sold. He drew attention to major drawbacks in this procedure which would be cross-checking and research in two sources.

Usually, he said, a collector or dealer comes to a library for information about an object that looks important but is difficult to identify. The researcher attempts to ascertain the value placed upon a similar piece by an authority who made a purchase in the field. Often the investigator is satisfied when the price at which a comparable item has been sold is discovered.

International Art Market is a monthly publication that reports auction sales and prices. Its background articles are of topical interest, and it has always appeared with an annual index. Stacks of monthly catalogs are digested and incorporated into this 24-page periodical of current information. In his discussion, Mr. Katzander observed that an attempt is made to include items that are not commonplace. For example, a sale of French faïence would probably receive coverage, since little French faïence is sold at auction in the United States.

A sale of Limoge enamels from the 15th and 16th centuries would be included. Good collections of these pieces exist in the United States but, despite the interest, little appears on the market. If a sale of French furniture were to be reported by Mr. Katzander, he would try to focus on the period during which the maker of the piece flourished, and he would be especially interested in discussing an unfamiliar name. Coverage that pertains to the value of the work of a specific artisan is particularly important.

Mr. Katzander outlined the policy followed by *Art Market*, and he mentioned the desirability of publishing prices of objects that have a known factor of significance: a period, an area, a school, a style that has a name which is not necessarily the name of an individual. French faïence could be identified by area, such as Alsace, or by manufacturer, such as Niederviller, or by form or pattern. There might be a general heading "Faïence," subsequently qualified by country of origin: Dutch, French, German, Italian, or Swiss. The qualified heading might be subdivided by district and—certainly in the case of Holland, perhaps in the case of France—by potter.

One cannot go beyond what is known, observed Mr. Katzander. But, he added, for purposes of cataloging items for research, what is known is quite a lot.

Looking toward the future, Mr. Katzander expressed interest in producing microfiche reproductions of paintings and antiques that have been sold. These would be accompanied by catalog descriptions and sales prices. He would start with paintings, then go on to sculpture, drawings, prints, and oriental art.

Many acquire art through purchase, some through theft. To contain the latter, law enforcement agencies—whether international, national, or local—turn to special agents. For 11 years, Don Mason was senior art investigator for the FBI. In his address to the ACRL Art Section, he discussed prevention and detection.

Awareness of art treasures which are missing requires an awareness of the art treasures one has and had. A current inventory is indispensable. Some collectors now have their holdings videotaped. For museums with thousands of items, however, inventory may be taken infrequently because of budgetary restrictions and a lack of personnel. Mr. Mason attested to recovering art objects stolen from museums whose staffs had not known the pieces were missing. Once it is realized that an item has disappeared, the agency with which Mr. Mason is associated, The Central Art Theft Archives of the International Foundation for Art Research, may be called upon for help. Additional aid is anticipated from a forthcoming book titled *Missing Treasures*. Compiled by two New York City dealers, its text, published as an annual with quarterly supplements, will provide an international record of missing art works.

[*Joan F. Higbee*]

Correction: In the report of the ACRL Program Meeting in the LC *Information Bulletin* for August 5 (p. 538), there was an announcement that ACRL would hold its first national conference. That conference will take place in Boston, Mass., on November 8-11, **1978**, not this year.

OTHER COMMITTEES, PROGRAMS BOARDS AND DISCUSSION GROUPS

PUBLIC DOCUMENTS COMMITTEE

In the absence of the chairman, Joan Kerschner,

Nevada State Library, Gail Nichols, University of California at Berkeley, presided at the annual meeting, on June 20, of this committee. The committee is an interdivisional one, representing the Reference and Adult Services and the Resources and Technical Services Divisions and the Association of State Library Agencies.

The committee reviewed the plans of the Census Data Subcommittee for a program meeting at the 1978 Chicago conference. After a discussion of the role and activities of the Depository Library Council to the Public Printer, the committee agreed that future appointments to the Council should be drawn from the ranks of documents librarians at the working level.

The main topic of the meeting was the role of and the need for continuation of the committee. It was agreed that the Government Documents Round Table was very effectively representing the interests of documents librarians and as the main activities group for official documents in the ALA should also be the official voice of ALA in this area. The members of the committee consequently decided unanimously to recommend to its three parent divisions that the interdivisional committee be dissolved and that its functions be incorporated into the Government Documents Round Table. The committee further recommended that each sponsoring division appoint an official liaison person to GODORT to report to the divisions on public document matters. One of the three sponsoring divisions, ASLA, approved this recommendation at its board meeting the following morning. [*Nathan R. Einhorn*]

GODORT PROGRAM

The program of the Government Documents Round Table on June 19 was on the subject of administration and organization of government documents collections in microform and featured a panel moderated by GODORT chairman, Nancy Cline of Pennsylvania State University. Because of the great increase in the number of documents available in microform, Miss Cline pointed out that there are many questions confronting librarians and administrators. Among these are problems of organization and access, centralized *versus* decentralized collections, equipment, and service.

The first speaker, Katherine Garosi, University of California, Davis, noted at the outset that librarians should now be much better prepared to promote microforms because of the availability of current materials such as that provided by the Congressional Information Service (CIS). This is quite different from historical collections such as the Presidential papers. With the approval of the Government Printing Office's microform program, greater opportunities are at hand. On the basic question of centralization *versus* decentralization of microform collections, Miss Garosi emphasized the necessity of concentrating on the use and approach to the materials. The question that needs to be asked is where library patrons are going to get the best help. Documents librarians should know anything that is or ever was a document and have input on policy decisions, such as what to do about hard copies. In dealing with large collections such as the *Official Records* of the Organization of American States, it is the internal organization of the collection that makes the difference and knowledgeable people are needed to assist users. The question of access should be considered at several levels. The first level is bibliographic control. The librarian must decide how to control and list the materials. In the case of large collections with their own indexes, these tools should be with the materials. A listing of major microform collections owned by a library is basic. The next level is use access, and there should be inducements to using the microform materials. Does the material circulate? Is there interlibrary loan? Promotional materials such as leaflets, guides, and legible signs are essential. The question of what kind of equipment the library has is a most important one, and the librarian should be aware that he will be asked for advice.

The next panelist, Frank Edgcombe, Montclair State College, New Jersey, pointed out that a true government documents department would handle documents in all formats, including microforms. Mr. Edgcombe's emphasis, however, was on the microform library and on staffing and training. The microform librarian has to be an administrator and something of a technical engineer. He selects equipment, maintains it, and provides service. He is also a reference and acquisitions librarian. The technical staff of the microforms unit should be able to make minor repairs on both equipment and software. There should be a daily examination of all equipment to make sure that all parts are working, and he suggested both a daily and weekly log. There should always be backup available, and if a documents librarian is not present the microforms librarian should be able to call on the reference librarians. Mr. Edgcombe also stressed the desirability of having a procedures manual which would reflect library policies on processing and acquisitions and include material on the

cleaning and preventive maintenance program. The original manuals which came with the pieces of equipment should be retained or secured from the manufacturer. Insofar as possible, machines should be standardized and service contracts should be obtained. In closing, Mr. Edgcombe emphasized the importance of training and development. Unfortunately, most library schools provide little or no training. Workshops and continuing education courses are necessary, and he mentioned some organizations which provide training. With its microform program, Mr. Edgcombe expressed the view that GPO should have a training responsibility.

The final speaker was Francis Spreitzer of the University of Southern California. In his brief opening remarks, Mr. Spreitzer declared that the main problems are finding the material and the quality of the images. The bulk of his time was given over to an excellent color slide presentation. Because of the dramatic contrasts between good and bad examples and the speaker's witty remarks, this was both amusing and helpful in bringing out important points about microform reading rooms and various types of equipment.

Following the speakers the moderator opened the floor to questions. Both the number and type of inquiries showed the interest in this subject of documents and microforms. *[Robert W. Schaaf]*

SRRT TASK FORCE ON WOMEN

On Sunday afternoon, June 19, Gail Sheehy, journalist and author of *Passages,* spoke on "Career Choices and Career Crises for Women" to this task force of the Social Responsibilities Round Table. The speaker stated her belief that personality is not fixed as one enters adulthood; adults, like children, vacillate between states of balance and imbalance, and pass through phases which can be plotted and understood. One needs a new concept of adulthood that accounts for such "passages" from one phase to another. Since adults do not change at the same rate nor in the same way, and since the patterns of men and women are often out of sync, the crises of couples are also predictable.

When Gail Sheehy decided to write a book to discuss the phases of adult life, she wanted to use everyday, non-elitist words to describe the common experiences of the adults she studied. She herself witnessed an attempt at "disempowerment" when a psychiatrist began to convince her that her lack of technical knowledge would greatly limit her analysis, and she found herself being coerced into an arrangement under which she would do all the research and the writing, while he would review her work and allow his name to be used in co-authorship. She soon servered her association with the psychiatrist, but she now uses it as an example of the hazards women encounter because they are socialized to underestimate their own intelligence and abilities. For instance, a recent study shows that women doctoral candidates use twice as many footnotes in their dissertations as do men, indicating that they feel a greater need for outside evidence to support their conclusions.

The speaker dwelled at some length on the necessity for career women to develop "mentors"—male or female—to function like what is sometimes called the "Old Boy System" for men. She claims this concept is still foreign to most middle-management women, and yet, having high-level support for one's career is the most common vehicle for moving up through the ranks. She mentioned that she has had a number of mentors as she has developed her careers as journalist and author. The relationship between mentor and protegée is often a delicate one, and care must be taken in determining the appropriate time to sever the "dependency." Some members of the audience remarked on the inability of women to support the success of their female colleagues, and she agreed, recalling a quote from Gloria Steinem that while men punish the weak among themselves, women punish the strong. Women need to learn how to be good team players.

In conclusion, Gail Sheehy affirmed the desirability—as well as the predictability—of the turning points in adult life. Our adult passages provide an opportunity for creativity, a chance "to move beyond the self to liberation of the self." *[Susan Tarr]*

ALTA INTELLECTUAL FREEDOM COMMITTEE/URBAN LIBRARIES COUNCIL

On June 17 at the American Library Trustee Association Intellectual Freedom Committee dinner meeting, cosponsored by the Urban Libraries Council, in the Detroit Plaza Hotel, the featured speakers were Judith Krug of the ALA Office for Intellectual Freedom, who was introduced by Joseph Lippincott, and Burton Joseph, First Amendment lawyer, who was introduced by Ralph Newman.

Mrs. Krug ennumerated some problems and trends that she thinks the ALA Intellectual Freedom Committee will be facing. In this age of violence and terrorism libraries will, no doubt, have to face the problem of censorship on these issues. Already on

television there has been censorship of violence; an example is the ban in at least 15 communities of a television version of "The Lottery" by Shirley Jackson because some people found the story too violent. Mrs. Krug pointed out that television censorship for viewers may lead to book censorship for readers. In addition to the issue of censorship of violence, librarians and library trustees will have to deal with demands for censorshop of gay literature, child pornography, racism, and sexism.

Mr. Joseph spoke about his belief in the rights guaranteed by the First Amendment. He is totally opposed to censorship. He quoted from Supreme Court decisions, newspaper editorials, and writers to illustrate his belief in the liberty of expression. He considers librarians and library trustees to be heroes in their dedicated support of the First Amendment.

[*Berta Lou Clarke*]

LIBRARY EDUCATION DIVISION

The program meeting on "Testing or Training?" on June 20 began with the presentation of the Beta Phi Mu award for distinguished service in education for librarianship to Russell E. Bidlack, University of Michigan, School of Library Science. Along with the citation for excellent service Mr. Bidlack received a check for $500.

The program began with the introduction of the topic by Lester E. Asheim—"Should or could examinations be substituted for educational requirements as a qualitative measure for hiring professional librarians?"

The first speaker was Harold D. Martelle, Jr., City-County Library in Sacramento, Calif. Mr. Martelle spoke in favor of using examinations as a means for hiring professional library personnel. The evolution of this practice came about in his library system during the summer of 1973, when the county and city library systems merged, creating a need to reclassify all jobs. It was proposed that a professional librarian be defined as one who possesses the M.L.S. or one who possesses a combination of education (B.A.) and experience (5 years at the library technician level). Employees with this combination of education and experience were permitted to take an examination which, if passed, qualified them for professional librarian jobs in the county-city system. The proposal was adopted and is in practice in the Sacramento system. Questions of professionalism and professional standards were raised, both in Sacramento and at the meeting. Mr. Martelle responded by contending that competency to perform a job need not be limited to educational requirements, and that how one arrives at an acceptable level of competent performance is irrelevant. To further support his point Mr. Martelle stated that in California one need not go to law school to become an attorney, one must pass the bar examination. Finally he concluded that the proof of the efficacy of testing is in the actual success of its realization in Sacramento.

The next speaker was Jane G. Flener of the University of Michigan Libraries in Ann Arbor., who spoke in favor of requiring the M.L.S. and opposed the practice of testing at any level as a measure for determining the competency of professional librarians. Speaking as an academic librarian, rather than as a public librarian, as is Mr. Martelle, Miss Flener pointed out that this system of testing in county and city library systems provides the necessary information for local and state government jobs, data which is useful in determining the status of a job for certification in the civil service. In the academic world the librarian is generally not certified, the master's degree in library science being the only credential. In the college library the academic degree is most important; the academic atmosphere requires the respect for its very being, which is to produce other academics, or person with degrees, and thus librarians become more degree-oriented as they play their roles of academics in academia. She contended that there could be no substitution for the academic degree. She then went on to attack testing as being non-professional, a questionable credential and unacceptable in most academic communities. By contrast she lauded the value of the professional degree and feels that library science is a science and a discipline that cannot be learned without the proper educational environment of a library school. Also, from a practical point of view, the holder of a degree in library science is allowed a modicum of job mobility, which is necessary to professional growth, that librarians without degrees do not have.

The third and last speaker of the program was Jonathan Smilansky of the College of Medicine, University of Illinois at the Medical Center, Chicago. Mr. Smilansky spoke on the practical consideration of testing. He recognized that this issue involves the political repercussion of choosing the best applicant for the job. Using the competency based exam developed by the Medical Library Association as a model of a good exam, Mr. Smilansky analyzed step-by-step its value by contrasting it to traditional tests designed to serve the same purpose in school, government agencies, and elsewhere. The inadequacy of tradi-

tional exams was described as a lack of relevancy to task performance, passing or failing levels not made clear, little diagnostic value for both examiners and examinees, and lack of equivalency between exams that are designed to measure the same function. Designed to combat the deficiencies of traditional testing, the competency-based exam measures actual skills necessary to perform a job adequately. By identifying every area to be tested and then defining in very specific terms, the vagueness of traditional testing is eliminated. The results of the test are used to help both supervisor and employee by identifying areas of competence and weak spots. The test is currently in use by the Medical Library Association.

The meeting was concluded with a discussion by the audience of the legal ramification of testing as it applies to the Equal Opportunity Act and Affirmative Action. [*Richard Bodack*]

NPAC BRIEFING

On June 21 Frank M. McGowan, assistant director (acquisitions and overseas operations) of the Library of Congress Processing Department, presided at a meeting to brief delegates interested in developments in the National Program for Acquisitions and Cataloging and in the Library's Special Foreign Currency Acquisitions Program.

Mr. McGowan in his review reported that NPAC had been extended to include Hungary under an agreement with Kultura, the official export agency of Hungary, and the National Széchényi Library in Budapest. He also noted that for Ireland an agreement was concluded in March under which the University of Dublin will provide the Library of Congress with advance copies of bibliographic citations prepared for the Irish Publishing Record. In his review Mr. McGowan reported that there are problem areas in the Library's Hebrew and Turkish descriptive cataloging, and generally throughout subject cataloging. A number of steps have been taken to improve the situation, including a six-month moratorium on title-delayed inquiries. Initial reports should still be sent to the Library of Congress, however, by participating libraries. Recipients of depository sets of LC catalog cards distributed under NPAC, now numbering 49 libraries, have not all met their obligations to report to the Library publications ordered or received for which they find no LC catalog copy. During the first eight months of this year, 10 depository libraries failed to send any reports to the Library; 25 reported 500 or more titles and 14 reported fewer than 500. Because of the failure to live up to the obligations, the Library is considering the advisability of reducing the number of depository sets.

In his review of the Special Foreign Currency Acquisitions Program, Rodney Sarle, chief, Overseas Operations Division, reported that the microfiche project centered in New Delhi will fiche publications acquired by the Library's offices in Jakarta, New Delhi, and Karachi, both for the benefit of libraries participating in the Southeast and South Asian programs, and for sale to other libraries interested in these areas. Except for the Cairo office, acquisitions have declined in the past six months, generally because of disturbed political situations. In Cairo, receipts have risen substantially largely because of increased coverage of the Middle East. The cost of a set of publications distributed to participants from Cairo now averages about $7,500 a year; from New Delhi between $24,000 for a comprehensive set of monographs and $8,000 for a basic set of monographs; and from Karachi approximately $4,500, exclusive of shipping, binding, and administrative costs.

A brief discussion period followed each presentation. [*Rodney G. Sarle*]

MARC USERS DISCUSSION GROUP

The MARC Users Discussion Group met on Tuesday afternoon, June 21. Henriette D. Avram, director of the Library of Congress Network Development Office, described goals and activities of that office. Joseph W. Price, chief of the Library's MARC Development Office (MDO), described the organization of the Bibliographic Systems Office within which MDO operates and its relationship to the user organizations in the Library of Congress. John Levy, head of the Editing and Input Section of the Serial Record Division, Library of Congress, described the operational aspects of CONSER within the Library, following which Ryburn Ross, assistant director, Technical and Automated Services, Cornell University Library, described Cornell's activities as a CONSER participant, pointing out some of the problems as well as the benefits. [*Josephine Pulsifer*]

MACHINE-ASSISTED REFERENCE SERVICE DISCUSSION GROUP

Peter Watson presided over this June 19 meeting on the topic, "Charging for Computer-Based Reference Service." He opened with the questions: Should we charge patrons? Not charge? Why or why not? The discussion group is part of the Reference and Adult Services Division.

The first speaker, Haynes McMullen of the University of North Carolina gave a historical account of libraries and their charges for services, especially free and public libraries. Since at least 1890, some U.S. libraries have charged for some things. These charges, however, have always been controversial, especially in public or other tax-supported libraries. Libraries have tended to charge for expensive services, extra or special services, or when money was short. The Great Depression of the 1930s produced a spate of new charges. Examples of things charged for through the years have been extra copies of recent fiction in rental collections, interlibrary loan costs, motion pictures, compilation of bibliographies, use of special book collections, genealogical services, and now computer searches.

Zoia Horn of the Stockton (Calif.) Public Library, approaching the issue from the direction of intellectual freedom, stated some arguments against charging. She said access to information is a basic right of citizens in a democracy. Fees discriminate against those unable to pay. It erects barriers to information, a type of censorship. Information is a natural resource, important for basic decisions. She pointed out that ALA's Intellectual Freedom Manual urges that public libraries ought to be entirely on public funds, with free services and no charges. Charges have really snowballed with the advent of computers and data bases and dangers have arisen. Reference librarians have to spend much time helping people who pay for computer use. A survey showed that charges affected service patterns. For example, the more people paid, the more time reference librarians spent with them, to make sure they got the best possible service they had paid so much for. So the non-paying members of the public tend to suffer neglect. Charges will change priorities in libraries. As Oliver Wendell Holmes said, Where we stand is not as important as where we are heading.

Jan Egeland, director of marketing and training services for Bibliographic Retrieval Services, Inc., explained that BRS was started a year ago by academic libraries in the SUNY network, to see if they could hold down the costs of on-line services by using a group approach. BRS has been a very successful commercial venture so far. On charges to patrons, a 1975 SUNY survey showed its libraries covered the entire continuum, from libraries which charged nothing to those who expected total recovery of costs from user charges. Miss Egeland argued that lack of uniformity or standards arises from a misunderstanding of computer searches. It has become fashionable to talk of computer searches as a product subject to the market economy's laws of supply and demand, but she argued vigorously that it was simply a new form of an old, old service—reference service. Libraries are service organizations, not business firms. If you charge for automated reference, why not for automated cataloging? Libraries should try to keep any necessary charges as minimal as possible, and they should fight to get automated reference services in their budget. The worst thing to do would be to make it available only for a small affluent elite. Libraries should strive to encourage high-volume use of computer services at low-unit cost, rather than low volume at high costs. They should also question when and whether they need on-line services.

In the question period, Miss Egeland expressed a real fear that computer data bases will drive some hard-copy indexes completely out of existence, penalizing users who cannot pay. Anne Lipow of the University of California at Berkeley pointed out that data bases have made impossible things possible, and that for example, the New York Times data bank is now the only way to access the *Christian Science Monitor, Village Voice, Women's Wear Daily,* and others; nonaffluent readers should not be deprived of access to these. [*George H. Caldwell*]

STATISTICS COORDINATING COMMITTEE

On June 21, Roscoe Rouse of the Oklahoma State University Library provided the introductory remarks on the afternoon's topic of "Using Statistics as an Internal Management Tool" at the meeting of this committee of the Library Administration Division Library Organization and Management Section. In his remarks, Mr. Rouse stated that statistics serve many purposes. While they are gathered primarily to aid in making a decision, we have just begun to reason out how to use them effectively. The computer will help achieve the highest degree of usefulness for statistics in such areas as budget justification, collective bargaining, and goal setting.

Mr. Rouse emphasized the importance of utilizing sophisticated techniques not only because those who receive them are utilizing them, but equally, if not more important, that those with whom we compete are.

Janis C. Keene of the Tulsa City-County Library discussed the use of statistics in selling an idea or program. Utilizing the very practical example of the length of time permitted at parking meters in the vicinity of the library, she illustrated how successfully

a program can be sold utilizing the appropriate statistical evidence.

Edwin Beckerman of the Woodbridge (N.J.) Public Library prefaced his remarks by stating that he had little use for statistics until they become information. He voiced a great concern with the way information is used in the decision-making process and questioned how many decisions are actually informed ones. His feeling was that most people "fly by the seat of their pants" and once again emphasized what Mr. Rouse had stated in his introductory remarks that this is no longer good enough as those with whom we compete are becoming more sophisticated.

Mr. Beckerman proceeded to discuss several examples of how statistical information can be used to verify what you say. In one case, a record was kept of library users, and specifically what percentage of those actually borrowed material. By showing that fewer than half actually borrowed books, funds were reallocated on the basis of library use rather than as was traditionally done solely on the basis of circulation.

Henry Shearouse of the Denver Public Library discussed the utilization of statistical data at his library. Mr. Shearouse feels that in many cases, more information is being gathered than can be dealt with intelligently. In Denver, through the appointment of a director of planning and evaluation, many unnecessary statistics have been eliminated.

Statistics have been very beneficial in supporting budget requests, setting fees for interlibrary loans to non-city residents, and analyzing the efficient use of staff time.

Roderick E. Banks of the University of Alberta (Canada) discussed the Task Analysis Survey performed at the university. The two purposes of this survey were to make recommendations for more effective performance of library activities and to recommend a rational budgeting system through the development of objectives for established standards of production.

The survey consisted of four steps: identifying all distinct library activities, timing each activity, interviewing each staff member in complete confidence, and sending letters to ARL and CRL asking for any standards they might have.

After these steps are completed, standards will be set for each activity. These can be extremely useful, particularly in a zero base budgeting system.

The final paper was prepared by John A. McCrossan of the Vermont Department of Libraries. Mr. McCrossan had recently changed jobs and was unable to attend the meeting. His paper was presented by Esther Mae Henke of Oklahoma.

Mr. McCrossan had sent a memorandum to all state library agencies asking for information on the nature of statistics which they require. Much information was gathered and presented. There were, however, differences among the states both in the scope and depth of what is required. Mr. McCrossan felt that more discussion among state library agencies is necessary to determine what kinds of statistics are most and least useful, how these can best be presented, and whether there is a benefit to be gained from an attempt at comparability. [*Steven J. Herman*]

ISAD BOARD OF DIRECTORS

The ISAD board of the Information Science and Automation Division met four times during the annual ALA meeting, on June 18, 20 (two sessions), and 21. All meetings were called to order by Joseph Rosenthal, president. The other members of the board are George Abbott, Henriette Avram, Kandy Brandt, Maurice Freedman, Judith Hopkins, Lois Kershner, Susan Martin, Mary Jane Reed, and Ruth Tighe.

Lois Kershner reported on the activities of the Bylaws and Organization Committee. She described the proposal made by the Video Cable and Communications Section (VCCS) recommending the creation of a division-level Legislation and Regulation Committee. The justification for the division-level committee was that ALA looks to ISAD to provide input to legislation concerning communications. VCCS, however, also saw a need for a similar committee at the sectional level for the particular areas of interest of VCCS. After much board discussion, it was voted that an ad hoc Legislation and Regulation Committee be established at the division level and that a review of the relation of this committee to the VCCS section-level committee be conducted by the Bylaws and Organization Committee in one year.

Lois Kershner also reported that at the forthcoming ISAD membership meeting, a motion should be made concerning a name change for the division. The board agreed to recommend to the membership that the name of ISAD be changed to the Library and Information Technology Association.

The board had a lengthy discussion concerning the adoption of AACR II. ISAD was one of the divisions asked by CCRC to review the code and Joseph Rosenthal received and summarized four of the five ISAD reviewer's comments. The board considered the AACR II draft unacceptable and agreed to recom-

mend that publication be delayed until certain expressed concerns (which were formulated) were addressed and if appropriate, incorporated into a future draft.

The results of the ISAD elections were announced and are as follows: Susan Martin, vice president/president-elect, ISAD; Jerome Miller, director-at-large; Lynn Bradley, vice chairman/chairman-elect, VCCS; Mary F. Bobinski, secretary, VCCS; Mary Helen Karpinski, VCCS Executive Committee member-at-large; and Evelyn Clement, vice chairman/chairman-elect, Audiovisual Section (AVS).

Walter Winshall, of C L Systems, Inc. (CLSI) met with the ISAD board to discuss the possibility of a CLSI award through ISAD for outstanding performance in library automation. The board reviewed the awards given by other units of ALA and the discussion centered on two principal points—the nature of the proposed award and the criteria for the recipient. An ad hoc committee was appointed consisting of Susan Martin, Maurice Freedman, Henriette Avram, and Joseph Rosenthal, chairman, to define the conditions of the award. The board expressed their appreciation to Mr. Winshall and to CLSI for its generosity.

ISAD's budget was discussed by Don Hammer who reported the division in a healthy financial condition.

The publication status of the proceedings of the 1975 and 1977 institutes on the catalog was described by Mr. Freedman and the board voted that Oryx Press publish the proceedings.

Henriette Avram reported on her investigation into whether ISAD should become a member society of the American Federation of Information Processing Societies (AFIPS). Mrs. Avram recommended such membership justified by the fact that ISAD would benefit by close association with individuals working at the forefront of technology. Although a motion was made and seconded that ISAD join AFIPS, the vote was deferred until Herbert White could report further on AFIPS activities to the Board. Mr. White is the SLA representative to AFIPS.

Mr. Abbott reported that there were 100 attendees present at the Audiovisual Section preconference and 14 speakers had been involved. Miss Brandt stated that VCCS had had two programs this past year and was planning an institute for administrators. She also reported that the VCCS Technical Services Committee had been abolished and a Program Planning Committee established as liaison to the division's Program Planning Committee. Division committee reports were made by John Kountz for TESLA, S. Michael Malinconico and Bonnie Juergens for Program Planning, and Philip Long for Telecommunications.

Sue Martin reported that Don Bosseau will resign as Technical Communications editor of *JOLA* as of the December issue. She suggested that Technical Communications be removed from *JOLA* and a newsletter be established serving all three ISAD sections. The board voted that a monthly or bimonthly newsletter for all members of the division be established based on a study of costs to be provided by the Editorial Board (acting as an ad hoc Publications Committee). If such a newsletter is initiated, *JOLA* Technical Communications will cease and automation news will be incorporated in the newsletter.

The board agreed to invite William Mathews to serve as editor of *JOLA* for a three-year term. The board also expressed its appreciation to S. Michael Malinconico, Dorothy Butler, Donald Hammer, and Joseph Rosenthal by commending them for their outstanding performance as chairman of the Program Planning Committee, ISAD executive secretary, executive secretary, and division president, respectively.

[*Henriette D. Avram*]

CHINESE AMERICAN LIBRARIANS ASSOCIATION

The association, an ALA affiliate, met on June 19 to present a program on "Contributions of Chinese American Librarians" presided over by Chi Wang, head of the Chinese and Korean Section, Orientalia Division, Library of Congress. Tze-chung Li, Rosary College, delivered the first paper on "A Profile of Chinese American Librarians," based on a survey he had conducted recently. He estimated that there are over 1,200 Chinese American librarians in the United States, with a heavy concentration in academic librarianship.

Joseph En Pao Wang, head of the Chinese and Korean Languages Section of the Descriptive Cataloging Division, Library of Congress, spoke on "Chinese Cataloging in the United States." He traced the history of the development of specialized cataloging rules for Chinese materials, and described the cataloging process at the Library of Congress. The final paper, presented by William S. Wong, head of the East Asian Library, University of Minnesota, was a biographical study of Alfred Kai-ming Chiu, who in his lifetime has organized three Chinese libraries: the Harvard-Yenching Institute Library, Cambridge, Mass.; the East Asian Library, University of Minnesota; and the Chinese University of Hong Kong Library.

In the business meeting chaired by Tze-chung Li,

president of CALA, he announced that the association had a membership of 110 personal and two institutional members. The CALA constitution was amended to permit membership to anyone interested in the association's goals and activities.

[*Warren Tsuneishi*]

WOMEN ADMINISTRATORS DISCUSSION GROUP

This discussion group met on Monday, June 20, for two hours. The discussion group provides a forum for discussion of problems of particular concern to women in or aspiring to administrative positions. Sherrie S. Bergman and Kay A. Cassell, chairmen, found that women administrators are having problems that their male counterparts are not experiencing. Results of a recent survey showed that women comprise 85 percent of all librarians, yet men fill 85 percent of all administrative positions. Discussion focused on various techniques and methods (talent pools, role models, mentors, resume writing, and so on) that could be used effectively to place more women in administrative jobs.

Currently the discussion group is not affiliated within ALA. After the Midwinter Meeting, Donald P. Hammer, executive secretary of the Library Administration Division (LAD), invited the group to appear before the LAD board to ask that a unit be established within LAD to deal with the concerns of the group. Based on discussions with the board at the Annual Conference, a petition to affiliate with LAD is being prepared.

An agenda dealing with specific topics and discussion group leaders is being prepared for the forthcoming Midwinter Meeting. The discussion group is open for all interested persons to attend.

[*Cynthia Johanson*]

APPENDIX II

A REJOINDER: IFLA'S ROLE IN STANDARDIZING BIBLIOGRAPHIC PRACTICES–THE ISBD PROGRAM

by Dorothy Anderson, Director
International Federation of Library Associations
International Office for Universal Bibliographic Control

INTRODUCTION

Summary minutes of the meeting, held in November 1976, of representatives of the four English-language national libraries, the National Library of Australia, the National Library of Canada, the British Library, and the Library of Congress, reprinted as an appendix to the LC *Information Bulletin* of April 8, included a final section headed "International Standards Work." As was apparent from the discussion reported there the representatives were uneasy at the speed at which international standardizing work was proceeding and expressed some puzzlement in identifying the inter-relationship of the international and intergovernmental bodies concerned with standards, notably ISO, UNESCO, and IFLA. In particular progress of the ISBDs raised queries and it was agreed that a letter should be sent to the IFLA UBC Steering Committee and the IFLA UBC Office "expressing its concern regarding (1) composition of working groups charged with developing international standards, (2) the need for an orderly and effective system of review of new standards that gives national libraries and standards groups the time and opportunity to respond substantively in the light of their requirements and capacities, and (3) the need for official notification by IFLA to the national libraries and associations whenever a new standardization program is launched or a new standard formally adopted. More specifically, on the make-up of working groups, it should be urged that a method be devised for selecting people who have time, who can be funded, who have the expertise required, and who have sufficient standing to speak authoritatively for their professional community."

Unfortunately up to the time the summary minutes appeared no formal letter or any enquiry along these lines had been forwarded to the IFLA UBC Steering Committee. Instead, however, the hospitality of these columns has been offered to the director of the IFLA UBC Office to respond to the points which were to have been made in the formal letter. This opportunity is welcomed, in the hope that a fuller knowledge of the basis of IFLA's activities in standardizing bibliographic practices and of how difficulties have been surmounted, may also produce constructive solutions to some of the problems specifically mentioned.

As a preliminary, two facts: a paper on IFLA's ISBD program, outlining its background, progress and past procedure, has already been prepared for presentation at a session of the IFLA Section on Cataloguing during the IFLA Brussels Congress. This was written at the request of the present chairman of the IFLA Section on Cataloguing, Eva Verona, in order, by providing background information, to prevent misunderstanding and subsequent criticisms. The present paper reiterates some of the points made in the IFLA Congress paper, even to the extent of repeating whole paragraphs (abstracting services, please note).

A second fact must be emphasised: IFLA, both in its structure and in its work pattern, is going through a period of change. To some extent, therefore, the criticisms made in November 1976 on the program of ISBDs are no longer relevant in so far as they relate to past operations. The present stage of ISBD development is coming to an end. However, though the comments received may no longer be relevant, they are very important in anticipating and planning for new stages of development. Taking account of the new structure of IFLA, the new interest on the part of national libraries to participate in IFLA's work, there is a reasonable assurance that future developments and future monitoring processes will be carefully related to the interests and requirements of national library and cataloging bodies.

ORIGINS AND DEVELOPMENT

IFLA's program of ISBDs originated at the International Meeting of Cataloguing Experts (IMCE) Copenhagen, 1969, and it has therefore a short history of eight years in the course of which much has been said and written on ISBDs in many countries and in a variety of languages. (The bibliography on ISBDs which has been prepared in the IFLA UBC Office bears evidence of this.)

Prior to the IMCE, the IFLA Committee on Cataloguing had initiated a comparative study of descrip-

tive cataloging. The report on this study, prepared by Michael Gorman and based on examination of entries in eight national bibliographies, served as one of the two "documents for examination" at the IMCE. As a result of the comments on the report, which in revealing basic similarities, highlighted differences, participants at the IMCE agreed on the possibility of creating "an international standard for the descriptive content of catalogue entries" which would "serve the needs of both catalogues and bibliographies"; that the standard would include all descriptive data required, hence "not all parts of the standard description would be used in all circumstances"; that there would be a fixed order of data, which was considered more important than exact transcription of title-pages; and that catalog headings would be excluded. A Working Group, under the chairmanship of A. J. Wells, was set up to work out the detailed provisions.

The above points, taken from the IMCE report, still hold in relation to the whole ISBD program; they are also the basic details about which there has been misinterpretation and some controversy.

One other consequence of the IMCE is also very relevant in considering all IFLA's professional work: the resolution that a permanent secretariat should be established "to assist and co-ordinate future work" arising from the IMCE. The result of that resolution was the establishment with a grant from the Council on Library Resources, Washington, D.C. of the IFLA Cataloguing Secretariat in mid-1971 (later expanded to become the IFLA International Office for UBC.) Before that date IFLA had not had any procedure, any professional office, nor any finance available for supporting continuous bibliographic work or for publishing the products of any projects undertaken.

By 1971 the ISBD Working Group had completed its task and its recommendations, the International Standard Bibliographic Description for Monographic Publications was presented to the IFLA Committee on Cataloguing at a session during the IFLA Liverpool General Council. By December 1971 it had been published, with copies circulated to more than 70 national bibliographic agencies asking for their examination with a view to possible adoption. In the foreword were the encouraging statements that three national agencies had already agreed in principle to adopt ISBD from the beginning of 1972, and that it had been accepted as the basis for the revision of AACR, Chapter 6, "Separately Published Monographs."

Looking back we recognize the importance of that early introduction into the national bibliographies of France, the Federal Republic of Germany, and the United Kingdom, which automatically presupposed its adoption by others. Thus the implementation of the ISBD was given a head start.

Even so we could not have anticipated how the ISBD, as an ideal and as a practical structure, would be welcomed and accepted by catalogers all over the world describing all types of material. At the same time as translations of the 1971 English text were appearing in other languages, draft ISBDs for different types of material were being prepared by enthusiasts: unofficial drafts for music, maps, audiovisual materials, and old books were produced, and some were circulated publically and some were adopted in national bibliographies.

Within IFLA, working groups to prepare new ISBDs were set up in accordance with the requests of IFLA Committees or Sections: the first was the Working Group for ISBD for Serials (distinguished by initials ISBD(S) from the original which became ISBD(M)) set up by the beginning of 1972; followed by a Working Group on ISBD for Cartographic Materials (ISBD[CM]) in mid 1974, and a Working Group on ISBD for Non-book materials (ISBD[NBM]) at the beginning of 1975. To establish continuity with the original ISBD design and concept members of the original ISBD(M) Working Group were asked to serve on each new group.

As interest grew so did criticisms of objectives and of texts. It is important to note that up to the end of 1972, although there had been discussion within IFLA and the original ISBD had been sent in its various drafts to a wide circle of library organizations, no great interest in the texts or in the implications of the adoption of ISBD had been shown. This was particularly apparent in the United States, for example, which was later to become the most vocal and severe in critical comment: drafts of the ISBD(S) sent to American organizations for distribution received limited circulation and scant comment from those who did receive the texts.

Within two years of the publication of the 1971 edition of ISBD(M) there was growing concern over the interpretation of its very brief text with the possibility of differing interpretations leading to wide deviations in practice. Hence the revision meeting held in August 1973 which was followed by the publication of the first standard edition early in 1974. At the same time the recommendations of the ISBD(S) Working Group appeared in publication.

The diversification of the ISBD program increased the possibilities of divergences in text and incompati-

bilities in structure and culminated in the suggestion put forward by the Joint Steering Committee of AACR that consideration should be given to the possibility of establishing a basic ISBD framework which would be hospitable to all kinds of library materials. The proposal met with the approval of the IFLA Committee on Cataloguing and a joint meeting was held in Paris in October 1975 of representatives of the Joint Steering Committee for Revision of AACR (JSCAACR) and of IFLA Committees and Working Groups at which agreement on a framework of a General ISBD (ISBD[G]) was reached. It was also accepted that all specialized ISBDs in preparation in IFLA's program would follow the (G) framework. This immediately affected also the 1974 text of ISBD(S) already under revision.

During 1976 three texts of specialized ISBDs and an annotated text of ISBD(G) were prepared by the working groups and were duplicated and widely circulated for discussion at open sessions during the IFLA Lausanne General Council in August 1976. Thereafter further meetings of working groups took place to revise texts in accordance with comments received. The ISBD(G) meetings also included discussions to ensure the harmonization of the texts of the specialized ISBDs, the annotated (G), and other ISBDs as prepared. Every endeavor has been made thereafter by group chairmen and through editorial attention to detail to prepare and publish texts which are superior to those published in 1971 and 1974—texts improved in detail, in consistency, in clarity of expression. By August of this year the resulting publications are ISBD(NBM) and ISBD(S), first standard edition: ISBD(CM) is in the final stages of publication, and the annotated text of ISBD(G) will follow by the end of 1977.

We recognize that even if these are improved texts yet their content will continue to be criticized and the stipulations they make will not hold firm for more than a few years; and that they may be inadequate in not anticipating all the bibliographic problems that may arise. But that is part of the total problem of bibliographic control, not just of IFLA in relation to ISBDs. As fast as we provide solutions, new shapes and styles of publications and of other library materials will produce new problems.

WORKING GROUP PROCEDURE

As noted already, until the establishment of the IFLA Cataloguing Secretariat, IFLA had no procedure for the establishment of working groups, no finance for their support, nor machinery for the production of publications. But by the beginning of 1974 a pattern for the organization and work of groups had been established, and a statement setting out details of how group members were selected, the responsibility of group chairmen, and so forth, was published in *IFLA Journal*, Vol. I, No. 3, pp. 242-3 (1975). A copy was sent to all colleagues invited to participate as a member of a working group and some of the relevant paragraphs are:

> The Groups are kept small, usually six or seven members, who are chosen as individuals because of specialist knowledge or expertise. Efforts are made to maintain a wide geographical coverage, but membership does not necessarily relate to a particular organization or country.
>
> It is also the aim within a Group to bring in members with differing library experience (i.e. from a range of libraries and bibliographic organizations) as well as including some members from outside the library community (i.e. members from information services).
>
> The Chairman of a Working Group accepts responsibility for the progress of the Group project and for conducting any Group meetings, for preparing working documents, asking members to undertake particular tasks, and also for liaison with the UBC office on matters concerned with the organization of Group meetings and their financing.
>
> Working documents are usually circulated to Group members only, and revision will be based on comments received from the members. But it is expected that Group members may wish to consult with other national colleagues or national associations in preparing revisions to working documents.
>
> It is also planned that at least one working document of a Group, at a time to be determined by the Chairman in consultation with the Group members, is circulated widely through national library organizations, to allow general comment and examination at an open meeting. Usually documents have been circulated during June and July in anticipation of an open session at an IFLA General Council meeting at the end of August: this pattern may change with the changing structure of IFLA.
>
> Therefore:
>
> (a) no country can expect to be represented on every Working Group;
>
> (b) a member of a Working Group is not necessarily a representative of his country's national library;
>
> (c) but it is presumed that as he is a specialist he will be in contact with other specialists in the same field (or through his national library association);
>
> (d) working documents are designated by the Chairman as to whether limited in circulation to Group members or not;

(e) at least one working document will be made available to a wider national circulation, through national library groups or organizations, for examination and comments and public discussion.

We acknowledge some of the weaknesses of the system of working groups in relation to ISBDs. But the pattern of small specialist groups drafting and examining documents does have advantages. It is worthwhile noting that ISO, whose working groups in the past have been completely open, now in accordance with new regulations, will constitute working groups and subcommittees with fixed membership in order to ensure consistency in comments and work flow.

To prepare an ISBD draft we need expert knowledge and a wide range of experience, a chairman who is also prepared and able to devote time and energy to drafting and redrafting in order to satisfy comments and criticisms, and with the possibility of organizational backing to assist in practical ways such as typing and duplicating. Such chairmen are not easy to find.

The comment in the LC *Information Bulletin* suggests a "method" be devised "for selecting people who have time, who can be funded, who have the expertise required, and who have sufficient standing to speak authoritatively for their professional community": examination of the lists of group members which are included in the introduction to each published (and circulated) ISBD text seems to indicate that group membership to a very large degree has satisfied these criteria. But if an alternative "method" which would better agree with the required stipulations could be devised, it would be welcomed by IFLA.

We also recognize the need for opportunities for public comment, and here we acknowledge the limitation and weaknesses of circulating drafts to "interested people." Circulation at the national level is a problem; at the international level even more so—as described in *International Cataloguing* Vol. V, No. 4, pp. 3-4 (1976). Costs are high and even after consideration of alternatives—microfiche, for example—we are left with the outstanding problem: how can we know who wants to comment, how can we ensure that documents reach all the interested people. Criticisms have always been fierce from those who have not received documents; but lacking have been suggestions for acceptable alternatives which will prove more efficient.

Drafts circulated during 1976 included a request that the recipient duplicated the text and circulated it to known interested organizations and people within the country; hence trying by a two step method to devise a more efficient means of identifying "interested people" and thereby widening the review process. The nomination of a national coordinator for international activities, as some national library associations have already done, may provide a satisfactory solution. But it should be noted this is not just part of the problem of ISBDs and of IFLA; it is the constant concern of all international organizations in trying to bring the documents they produce to the attention of the right recipients.

IFLA IN RELATION TO ISO

IFLA in pursuing the ISBD program acknowledges that is not an international standardizing organization, but accepts that it is closely involved in standardizing activities and is preparing manuals of standardizing practices. The IFLA UBC Office is careful to make this distinction in its publications and none of the ISBD texts, for example, makes use of the word "standard" or in IFLA circles are referred to as such: they are "international standard descriptions," manuals for establishing "standard practices." This appears to be a subtlety which has escaped the notice of some critics of IFLA: references to "IFLA standards" appeared, for example, in the article by Helen Schmierer on "Bibliographic Standards" (*Annual Review of Information Science and Technology*, p. 129).

IFLA, however, has been aware that acceptance of its documents by ISO would have advantages in some countries and hence the IFLA UBC Office has pursued its endeavors to have ISBD(M) reviewed by national standardizing bodies and voted as an international standard. ISBM(M) was considered at ISO/TC46 Plenary Meetings in 1972 and 1974, and was rejected as too detailed; the text would have to be abridged to be acceptable to ISO national standardizing bodies and accepted as an ISO standard. Since then, slowly, patiently, there has been a drafting and redrafting of texts for examination by ISO working groups, task groups, and finally ISO national bodies. Outline ISBD(M) was voted on and accepted by ISO early in 1976, an outline based on the 1974 text of ISBD(M) (to be published by ISO late 1977). It is not certain, however, whether the same procedure will be followed with the other ISBDs and a possible alternative procedure will be considered in consultation with the ISO/TC46 Secretariat.

FUTURE PATTERNS OF DEVELOPMENT

At the moment we have two ISBD working groups which are following the established pattern: ISBD(Music) and ISBD(Old books). The chairmen of both groups will be presenting progress reports at the IFLA Brussels Congress.

Even when these are complete IFLA's ISBD program will not be and never will be complete. It cannot remain static. Recognition of the need for continuing development has been made by the Section on Cataloguing in its medium-term program and more immediately by the action of its chairman in setting in motion a provisional revision of ISBD(M), in advance of the date set in the medium-term program, in accordance with the (G) stipulations.

Just as ISO has a continuous revision process so IFLA has accepted its responsibility for supervising the ISBD program and its monitoring and possible updating. This was stated in a document prepared by the chairman of the Section on Cataloguing and the director of the UBC Office about the ISBD program, dated October 1976, and published in *International Cataloguing* Vol. VI, No. 1, pp. 1-2 (1977).

It is impractical in terms of time and money to consider that we shall embark on a series of revision meetings as with (M) and (S). Nor, given the establishment of the texts in accordance with (G) framework, should such wholesale revision processes be necessary. In the future we want to ensure a combination of sensitivity to bibliographic needs and users' requirements with the stability of the printed texts—a difficult combination which we must try to achieve—not too fast, so as to leave users in a constant bewilderment, not too slow so that our standardization manuals lag behind bibliographic changes. The ISBD program in relation to the new structure of IFLA and the establishment of some machinery for its monitoring will be discussed by the Standing Committee of the Section on Cataloguing during the IFLA Brussels Congress. IFLA in its new structure is presenting a new professional image to the world, and as part of this image will be a new methodology in watching over its bibliographic standardizing activities.

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